

William & Mary
Biennial Alcohol and Other Drug Prevention Program Report
Spring 2024



WILLIAM & MARY

CHARTERED 1693

This Report was produced in January 2024, in compliance with the Drug-Free Schools and Communities Act and Drug and Alcohol Abuse Prevention Regulations

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II. Overview of William & Mary's Alcohol & Other Drugs (AOD) Prevention Program

William and Mary takes a comprehensive approach to preventing high-risk drinking and alcohol-related consequences for our students. By applying the Institute of Medicine's approach to prevention, we offer interventions aimed at all students, students in high-risk groups, and students who have been identified as needing additional intervention. In addition, the ecological model tells us that our efforts will have more impact if they are at a population level, so we also focus on policy and community approaches to prevention. The National Institute of Alcohol Abuse and Alcoholism (NIAAA) recently released an updated matrix of interventions that work in college health populations. Their publication, *College AIM*, outlines the most effective evidence-based interventions. William & Mary is proud to incorporate many of those strategies into their comprehensive prevention programming.

An overview and more specific details of our comprehensive approach is provided in the program summary included as Appendix A.

While the institution's efforts are primarily focused on our students as they are the high-risk population, resources and support are available for faculty and staff through the Employee Assistance Program (EAP) offered through Cova Care insurance plans. This program provides confidential information and services on counseling, treatment, and rehabilitation programs for employees. EAP also provides confidential assistance to supervisors who must confront employees with personal problems that affect the work environment. William & Mary's Human Resources Office also disseminates and enforces strict expectations for faculty and staff regarding the use of alcohol and drugs; see <http://www.wm.edu/offices/hr/currentemployees/employee-relations-b/drug-free-workplace-b/index.php>.

Appendix B provides information and links to the university's drug and alcohol policies applicable to students and staff.

2022 & 2023 Program Actions

In the past two years, William & Mary has continued to strengthen the AOD prevention program. Our actions are informed by our assessment of the program, discussed in Section III of this Report; the program element in which we focus our energies are those shown to be the most effective.

Below is a summary of key actions taken as well as program strengths and areas for potential improvement.

- 1) We continued to provide alcohol education (Safe Colleges) for incoming undergraduate students, including undergraduate transfers. Safe Colleges is an

interactive online program designed to reduce the negative consequences of alcohol amongst students. The online program is an evidence-informed course that reinforces healthy decision-making and promotes positive attitudes and behaviors. This program, like the previous one (Alcohol Edu), includes issues around heavy drinking, pre-gaming, and cannabis.

- 2) Spring 2022 we began the transition from “Making a Tribe Choice” to a new in-person orientation session Wellness Mindset (Do It for the Well of It) which is a requirement for all first year and transfer students. This presentation is designed to discuss a new framework to help students consider their mindset and the significant role mindset plays in determining achievement and success. While the presentation does not focus on alcohol and other drugs (AOD) specifically, it focuses on the eight dimensions of wellness. Taking an integrative wellness approach, we invite students to do things through a wellness lens in all aspects of their collegiate careers, including when they choose to use alcohol or other drugs. Work to continue.
- 3) We have continued to strengthen the partnership between administrative offices in Student Affairs, specifically Health Promotion and the Dean of Students Office, with the School of Education, which runs the New Leaf Clinic, a counseling center where students with substance abuse problems can receive assistance. They provide motivational interviewing-based alcohol interventions for adjudicated students. In conjunction with Selfcare Over Soothing (SOS) these services are available to students beyond sanctions, students may be recommended or come voluntarily.
- 4) Health Promotion and the School of Education (New Leaf/Flanigan Clinic) designed the Self-Care Over Soothing (SOS) program to strengthen the offerings available for students and support them as they move from soothing to self-care. Soothing is defined as any behavior done to feel better, whereas self-care is any behavior performed to be healthy. This program provides motivational-interviewing based alcohol intervention as well as other interventions which might enable someone to find healthier coping mechanisms than alcohol or other substances. The strength of this program is how individualized it is and the assistance offered to all students no matter what coping mechanisms need to be addressed. The program continues to evolve to meet the needs of the community.
- 5) The Alcohol Culture Team (ACT) has a name change to Alcohol, Cannabis and Tobacco Plus (ACT+). ACT+ continues to meet and consider ways to address unhealthy drinking behaviors on campus. ACT+ is currently strategizing ways to address AOD concerns. Spring 2024 W&M implements National America College Health Associations (NCHA III) health survey. This data will be used to assess this current student population’s needs. The data will inform ACT+ plan.

- 6) The Office of Health Promotion continues to deliver the Events with Alcohol Training (EAT). Student organizations that wish to serve alcohol at events they host must have members who have completed the training and passed with 80% proficiency. The training covers Virginia law, reasonable efforts, signs of intoxication as well as how to intervene with intoxicated guests.
- 7) Annual drug and alcohol notices are provided to all faculty, students, and staff. These notices provide information regarding university policies and laws as well as information about the risks of drug alcohol use and resources available for those struggling with addiction.
- 8) The Office of Health Promotion has an in-house courage intervention (initiative, "I Can...I Will...". This bystander initiatives an intervention designed to increase one's courage in acting on one's values and intervening in a situation. There is a general model, which is an overview of the courage intervention, as well as models that cover specific topics, including hazing and sexual violence. I Can...I Will... is offered as an extended first year experience during the spring of ones incoming year.
- 9) The use of alcohol as part of hazing is well documented. Hazing programs are now required by the State of Virginia legislature. W&M now offer A Home Without Hazing training to support hazing prevention efforts on campus. This training is required for all student organizations with new members.
- 10) W&M continue to offer opportunities for our community members who choose not to drink through Alma Mater Productions (AMP). AMP is a campus wide programming body. It strives to provide diverse, high-quality entertainment at low or no cost to the William & Mary community.
- 11) The Center for Mindfulness & Authentic Excellence (CMAX) promotes the research and application of the principles of value-centered flourishing, mindfulness, and integrative wellness. CMAX strives to move individuals beyond content learning to engagement and internalization of the factors that predict greater productivity, fulfillment, and resilience. Programs include advanced coping and resilience training that comprise the Authentic Excellence Initiative; beginner and advanced mindfulness training; expressive, experiential therapies; and health coaching. CMAX supports other efforts in combating unhealthy coping mechanisms which include alcohol and other substances.

III. AOD Program Assessment

The summary provided as Appendix A includes an assessment of key AOD program elements, indicating how each strategy aligns with the NIAAA (National Institute on Alcohol Abuse and Alcoholism) recommendations of effectiveness.

Per the Student Handbook, all students accused of an alcoholic beverage or illegal drug/controlled substance violation are heard under the Student Code of Conduct procedure and sanctioned by the Dean of Students. The process is centralized, and it is communicated to all students at New Student Orientation.

In addition, William & Mary collects annual data on student conduct violations relating to alcohol violations and illegal drug violations. The data compiled includes underage possession of alcohol and illegal distribution of alcohol, possession of illegal drugs, and distribution of illegal drugs or distribution of legal drugs illegally. This data includes the number of violations that were founded for possession of marijuana, other drugs, or drug paraphernalia. Student Affairs uses this data to assess trends from year to year and to flag large spikes in types of violations, or in locations, to determine if targeted prevention programming should be required of students or student groups.

IV. Measuring Enforcement Consistency

At William & Mary, discipline is centralized to ensure that sanctions are consistent and appropriate.

Student Disciplinary Sanctions. All student discipline is managed through Community Values & Restorative Practices (CVRP) within Student Success. Graduate students, student-athletes, and all other students are subject to the Student Code of Conduct, including the policies relating to drugs and alcohol. The current policies are provided in Appendix B.

Reported drug and alcohol violations are addressed by trained, professional administrators in CVRP. These administrators, who have advanced degrees in relevant fields and significant student conduct administration experience, are dedicated full-time to student accountability. They ensure that similarly situated students are sanctioned consistently and appropriately.

Data regarding enforcement of student-related policies is provided on the following pages of this report.

Employee Disciplinary Sanctions. Policy enforcement and discipline of employees is overseen and coordinated by the Office of Human Resources and, particularly for faculty, the provost. These offices support supervisors and managers in addressing reported or suspected policy violations and ensure that discipline is imposed in accordance with applicable procedures.

STUDENT ILLEGAL DRUG VIOLATIONS JANUARY 2022 through DECEMBER 2023

Finding of Violation		Location		Primary Sanctions	
Poss. of Drug Paraphernalia	9	On Campus	83	Permanent Dismissal	1
Poss. of Marijuana	37	Off Campus	5	Suspension	2
Poss. of Other Drugs	3			Deferred Suspension	6
Distribution of Marijuana	0			Probation	21
Distribution of Other Drugs	1			Warning	18
Total	50			Withhold Diploma	0
				Total	48
				Secondary Sanctions	
				Community Service	0
				Loss of Housing	0
				Deferred Loss of Housing	0
				Housing Probation	6
				Total	6
				Drug Education Referrals	
				New Leaf/SOS Program	46
				Assessment & Treatment off campus	2
				Other	13
				Total	53

**STUDENT UNDERAGE ALCOHOL & ILLEGAL DISTRIBUTION OF ALCOHOL
VIOLATIONS JANUARY 2022 through DECEMBER 2023**

Finding of Violation	
Gen. Alcohol Violation	2
Underage Poss./Consumption	238
Public Intox.	49
Open Container	13
DUI	12
Hosting Unregistered Event w/Alcohol	5
Providing Alcohol to underage persons	9
Drinking Games	7
Poss. of Alcohol Containers over limit (Res Life policy)	6
Violation of Residence Life Policies regarding Alcohol	100
Violation of Laws (related to Alcohol)	19
Total	460

Sanctions Issued	
<i>Primary Sanctions</i>	
Permanent Dismissal	0
Suspension	10
Deferred Suspension	32
Probation	86
Warning	181
Withhold Diploma	3
Total	312
<i>Alcohol Education Referrals</i>	
New Leaf/SOS Program	250
Reflection Paper	119
Loss of Housing	1
Assessment & Treatment off campus	6
Other Alcohol Education	0
Total	386

V. Recommendations for Improving AOD Program

- Recommendations for enhancing prevention efforts relating to students include increasing offerings for awareness among students of our Good Griffin Policy.
- Increase AOD Prevention offerings for upperclassmen. This may require mandates which are currently not the state of things.
- Be intentional about examining and preparing for the Last Day of Classes (a high-risk drinking occasion), continue to offer non-alcoholic drink, food, and activities for students as LDOC was not as big of a concern during the pandemic, now that we have transitioned back to “normal” the issues during this time could return.
- Continue to market SOS more broadly to faculty, staff, and students (see above) as a resource for those using alcohol and other drugs as a coping mechanism.
- Continue to assess and further develop SOS to align with the Flannagan Clinic’s directors’ vision for the clinic as well as the vision for SOS when implemented.
- Continue to offer alternate activities for students who choose not to drink via Alma Mater Productions.
- For faculty and staff, the Office of Human Resources is considering ways to expand and/or enhance the resources that may be offered to faculty and staff in need of counseling or other similar forms of support.
- Explore education focused on the intersection of alcohol use and sexual violence perpetration with the Sexual Violence Prevention Specialist and the Haven.

Appendices

A. See attachment.

B. Policies (hyperlink)

- a. [Policy Notice Regarding Alcohol and Other Drug Use – Student Handbook Appendix V](#)
- b. [Alcohol Beverage Policy – Student Handbook Appendix II](#)
- c. [Events where Alcoholic Beverages Are Served—Student Handbook Appendix III](#)
- d. [Good Griffin Policy – Student Handbook Appendix IV](#)
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(applicable to all faculty and staff)

Program	Target Group	Oversight	Description	Effectiveness by College AIM standard	Strategy level (individual/environmental)
A Home without Hazing	all student organizations with new members	Student Leadership Development	in person presentation	Unknown, new program being assessed	both
Alcohol Events Policy	All	Student Leadership Development	Campus policy provides guideline for student organizations who wish to host an event where alcohol is present. This includes, reasonable effort, serving sizes per person, registering the event with the institution.	Too few Studies to rate effectiveness ?	both
Alcohol Free Events	All	AMP: Student Union	AMP host substance free events... W&M campus-wide programming group	Too few Studies to rate effectiveness ?	environmental
Alcohol Skills Training Program	Adjudicated Students	New Leaf/Flanigan Clinic	One-time group session, uses a modified curriculum from U of Washington	Higher Effectiveness ***	individual
Alcohol Cannabis Tobacco plus (ACT+)	W&M community	Office of Health Promotion	Team developed due to Alcohol Culture Survey...works to inform alcohol policy, educations, as well as other substances	Not a part of College AIM framework...yet important part of alcohol prevention	N/A
Consistent enforcement/ consequences for policy violation		Community Values Resproative Practices	Consistent enforcement and consequences for students violating campus polices is imparative for students to take campus policy seriously and reinforces MLDA laws.	Not a part of College AIM framework...yet important part of alcohol prevention	both

Program	Target Group	Oversight	Description	Effectiveness by College AIM standard	Strategy level (individual/environmental)
Enforcement of MLDA Laws	All	W&M Police	W&M Police and residence life enforce the minimum legal drinking age on campus property and in Residence Halls	Higher Effectiveness ***	both
Events with Alcohol Training	Individuals who wish to serve or manage an event with alcohol	Office of Health Promotion	Web-based training design to educate students on risk management, school policy, intervening and more, when hosting an event where alcohol is served.	Moderate effectiveness **	both
Good Griffin Policy (Medical Amnesty Policy)	All	Community Values Resproative Practices	This policy encourages individuals to seek medical assistance or help when emergencies arise related to intoxication of alcohol and other substances. CVRP mitigates consequences against the student for violation of the alcohol policy, if students proactively seek assistance in case of emergency.	Too few Studies to rate effectiveness ?	individual
Health Outreach Peer Educators (HOPE)		Office of Health Promotion	Student Organization which assist in outreach and education efforts around alcohol and other health related topics.	Not a part of College AIM framework...yet important part of alcohol prevention	individual
Flanigan Clinic New Leaf Clinic Motivational Interviewing Addictions Counseling	Adjudicated Students or Referred	School of Ed New Leaf	Provides Motivational Interviewing with students around issues related to alcohol and other substances. (3 or 6 session)	Higher Effectiveness ***	individual

Program	Target Group	Oversight	Description	Effectiveness by College AIM standard	Strategy level (individual/environmental)
Selfcare over Soothing (SOS)	Voluntary & Adjudicated Student: School of Ed New Leaf		Sessions are individualized and students have choices based on where they are in TTM Stage of Change... motivational interviewing techniques used to discuss their assessment and feedback	New approach being assessed can be highly effective, aligns with BMI which AIM scores as such	individual
Safe Colleges	Incoming students transfers	Office of Health Promotion	An interactive web based 2 - part course required for incoming students	Higher Effectiveness ***	individual
Prohibiting kegs	All	VABC enforced by W&M Police and SLD	Students are not allowed to have kegs for on-campus events per the campus alcohol policy.	Too few Studies to rate effectiveness ?	environmental
Steer Clear	All	Student Assembly	Offers rides home to students, particularly those who have been drinking, at no charge.	Too few Studies to rate effectiveness ?	individual
Authentic Excellence	All	Center for Mindfulness & Authentic Excellence	Multi-layered program/training designed to advance coping, flourishing, and resilience;	Not effective "alone" thus it is used in conjunction with other efforts	individual